Protective Service Occupations

Reprinted from the
Occupational Outlook Handbook, 2002-03 Edition

U.S. Department of Labor
Bureau of Labor Statistics

February 2002

Bulletin 2540-11

Occupations Included in this Reprint

Correctional Officers

(O*NET 33-1011.00, 33-3011.00, 33-3012.00)

Significant Points

- The work can be stressful and hazardous.
- Job opportunities are expected to be excellent, due to fast growth and high replacement needs.
- Most jobs are in prisons in rural areas or in large regional jails.

Nature of the Work

Correctional officers are responsible for overseeing individuals who have been arrested and are awaiting trial or who have been convicted of a crime and sentenced to serve time in a jail, reformatory, or penitentiary. They maintain security and inmate accountability to prevent disturbances, assaults, or escapes. Officers have no law enforcement responsibilities outside the institution where they work. (For more information on related occupations, see the statements on police and detectives and probation officers and correctional treatment specialists elsewhere in the *Handbook*.)

Police and sheriffs' departments in county and municipal jails or precinct station houses employ many correctional officers, also known as *detention officers*. Most of the approximately 3,300 jails in the United States are operated by county governments, with about three-quarters of all jails under the jurisdiction of an elected sheriff. Individuals in the jail population change constantly as some are released, some are convicted and transferred to prison, and new offenders are arrested and enter the system. Correctional officers in the American jail system admit and process more than 11 million people a year, with about half a million offenders in jail at any given time. When individuals are first arrested, the jail staff may not know their true identity or criminal record, and violent detainees may be placed in the general population. This is the most dangerous phase of the incarceration process for correctional officers.

Most correctional officers are employed in large jails or State and Federal prisons, watching over the approximately one million offenders who are incarcerated in Federal and State prisons at any given time. In addition to jails and prisons, a relatively small number of correctional officers oversee individuals being held by the U.S. Immigration and Naturalization Service before they are released or deported, or they work for correctional institutions that are run by private for-profit organizations. While both jails and prisons can be dangerous places to work, prison populations are more stable than jail populations, and correctional officers in prisons know the security and custodial requirements of the prisoners with whom they are dealing.

Regardless of the setting, correctional officers maintain order within the institution, and enforce rules and regulations. To help ensure that inmates are orderly and obey rules, correctional officers monitor the activities and supervise the work assignments of inmates. Sometimes, it is necessary for officers to search inmates and their living quarters for contraband like weapons or drugs, settle disputes between inmates, and enforce discipline. Correctional officers periodically inspect the facilities, checking cells and other areas of the institution for unsanitary conditions, contraband, fire hazards, and any evidence of infractions of rules. In addition, they routinely inspect locks, window bars, grilles, doors, and gates for signs of tampering. Finally, officers inspect mail and visitors for prohibited items.

Correctional officers report orally and in writing on inmate conduct and on the quality and quantity of work done by inmates.

Correctional officers ensure the security and safety of penal facilities.

Officers also report security breaches, disturbances, violations of rules, and any unusual occurrences. They usually keep a daily log or record of their activities. Correctional officers cannot show favoritism and must report any inmate who violates the rules. Should the situation arise, they help the responsible law enforcement authorities investigate crimes committed within their institution or search for escaped inmates.

In jail and prison facilities with direct supervision cellblocks, officers work unarmed. They are equipped with communications devices so that they can summon help if necessary. These officers often work in a cellblock alone, or with another officer, among the 50 to 100 inmates who reside there. The officers enforce regulations primarily through their interpersonal communications skills and the use of progressive sanctions, such as loss of some privileges.

In the highest security facilities where the most dangerous inmates are housed, correctional officers often monitor the activities of prisoners from a centralized control center with the aid of closed-circuit television cameras and a computer tracking system. In such an environment, the inmates may not see anyone but officers for days or weeks at a time and only leave their cells for showers, solitary exercise time, or visitors. Depending on the offender's security classification within the institution, correctional officers may have to restrain inmates in handcuffs and leg irons to safely escort them to and from cells and other areas to see authorized visitors. Officers also escort prisoners between the institution and courtrooms, medical facilities, and other destinations outside the institution.

Working Conditions

Working in a correctional institution can be stressful and hazardous. Every year, a number of correctional officers are injured in confrontations with inmates. Correctional officers may work indoors or outdoors. Some correctional institutions are well lit, temperature controlled, and ventilated, while others are old, overcrowded, hot, and noisy. Correctional officers usually work an 8-hour day, 5 days a week, on rotating shifts. Prison and jail security must be provided around the clock, which often means that officers work all hours of the day and night, weekends, and holidays. In addition, officers may be required to work paid overtime.

Employment

Correctional officers held about 457,000 jobs in 2000. Almost 6 of every 10 jobs were in State correctional institutions such as prisons,

prison camps, and youth correctional facilities. Most of the remaining jobs were in city and county jails or other institutions run by local governments. About 15,000 jobs for correctional officers were in Federal correctional institutions, and about 19,000 jobs were in privately owned and managed prisons.

There are 118 jail systems in the United States that house over 1,000 inmates, all of which are located in urban areas, though most correctional officers work in institutions located in rural areas with smaller inmate populations. A significant number work in jails and other facilities located in law enforcement agencies throughout the country.

Training, Other Qualifications, and Advancement

Most institutions require correctional officers to be at least 18 to 21 years of age and a U.S. citizen; have a high school education or its equivalent; demonstrate job stability, usually by accumulating two years of work experience; and have no felony convictions. Promotion prospects may be enhanced through obtaining a postsecondary education.

Correctional officers must be in good health. Candidates for employment are generally required to meet formal standards of physical fitness, eyesight, and hearing. In addition, many jurisdictions use standard tests to determine applicant suitability to work in a correctional environment. Good judgment and the ability to think and act quickly are indispensable. Applicants are typically screened for drug abuse, subject to background checks, and required to pass a written examination.

Federal, State, and some local departments of corrections provide training for correctional officers based on guidelines established by the American Correctional Association and the American Jail Association. Some States have regional training academies which are available to local agencies. All States and local correctional agencies provide on-the-job training at the conclusion of formal instruction, including legal restrictions and interpersonal relations. Many systems require firearms proficiency and self-defense skills. Officer trainees typically receive several weeks or months of training in an actual job setting under the supervision of an experienced officer. However, specific entry requirements and on-the-job training vary widely from agency to agency.

Academy trainees generally receive instruction on a number of subjects, including institutional policies, regulations, and operations, as well as custody and security procedures. As a condition of employment, new Federal correctional officers must undergo 200 hours of formal training within the first year of employment. They also must complete 120 hours of specialized training at the U.S. Federal Bureau of Prisons residential training center at Glynco, Georgia within the first 60 days after appointment. Experienced officers receive annual in-service training to keep abreast of new developments and procedures.

Some correctional officers are members of prison tactical response teams, which are trained to respond to disturbances, riots, hostage situations, forced cell moves, and other potentially dangerous confrontations. Team members receive training and practice with weapons, chemical agents, forced entry methods, crisis management, and other tactics.

With education, experience, and training, qualified officers may advance to correctional sergeant. Correctional sergeants supervise correctional officers and usually are responsible for maintaining security and directing the activities of other officers during an assigned shift or in an assigned area. Ambitious and qualified correctional officers can be promoted to supervisory or administrative positions all the way up to warden. Officers sometimes transfer to related areas, such as probation officer, parole officer, or correctional treatment specialist.

Job Outlook

Job opportunities for correctional officers are expected to be excellent through 2010. The need to replace correctional officers who transfer to other occupations, retire, or leave the labor force, coupled with rising employment demand, will generate thousands of job openings each year. In the past, some local and State corrections agencies have experienced difficulty in attracting and keeping qualified applicants, largely due to relatively low salaries and the concentration of jobs in rural locations. This situation is expected to continue.

Employment of correctional officers is expected to increase faster than the average for all occupations through 2010, as additional officers are hired to supervise and control a growing inmate population. The adoption of mandatory sentencing guidelines calling for longer sentences and reduced parole for inmates will continue to spur demand for correctional officers. Moreover, expansion and new construction of corrections facilities also are expected to create many new jobs for correctional officers, although State and local government budgetary constraints could affect the rate at which new facilities are built and staffed. Some employment opportunities also will arise in the private sector as public authorities contract with private companies to provide and staff corrections facilities.

Layoffs of correctional officers are rare because of increasing offender populations. While officers are allowed to join bargaining units, they are not allowed to strike.

Earnings

Median annual earnings of correctional officers were $31,170 in 2000. The middle 50 percent earned between $24,650 and $40,100. The lowest 10 percent earned less than $20,010, and the highest 10 percent earned more than $49,310. Median annual earnings in the public sector were $37,430 in the Federal Government, $31,860 in State government, and $29,240 in local government. In the management and public relations industry, where officers employed by privately operated prisons are classified, median annual earnings were $21,600. According to the Federal Bureau of Prisons, the starting salary for Federal correctional officers was about $27,000 a year in 2001. Starting Federal salaries were slightly higher in selected areas where prevailing local pay levels were higher.

Median annual earnings of first-line supervisors/managers of correctional officers were $41,880 in 2000. The middle 50 percent earned between $32,460 and $55,540. The lowest 10 percent earned less than $28,280, and the highest 10 percent earned more than $67,280. Median annual earnings were $40,560 in State government and $49,680 in local government.

In addition to typical benefits, correctional officers employed in the public sector usually are provided with uniforms or a clothing allowance to purchase their own uniforms. Civil service systems or merit boards cover officers employed by the Federal Government and most State governments. Their retirement coverage entitles them to retire at age 50 after 20 years of service or at any age with 25 years of service.

Related Occupations

A number of options are available to those interested in careers in protective services and security. Security guards and gaming surveillance officers protect people and property against theft, vandalism, illegal entry, and fire. Police and detectives maintain law and order, prevent crime, and arrest offenders. Probation officers and correctional treatment specialists monitor and counsel offenders in the community and evaluate their progress in becoming productive members of society.

Sources of Additional Information

Information about correctional jobs in a jail setting is available from: ➤ The American Jail Association, 2053 Day Rd., Suite 100, Hagerstown, MD 21740. Internet: **http://www.corrections.com/aja/index.html**

Information on entrance requirements, training, and career opportunities for correctional officers at the Federal level may be obtained by calling the Federal Bureau of Prisons at (800) 347-7744. Internet: **http://www.bop.gov**.

Information on obtaining a position as a correctional officer with the Federal Government is available from the Office of Personnel Management (OPM) through a telephone-based system. Consult your telephone directory under U.S. Government for a local number or call (912) 757-3000; Federal Relay Service: (800) 877-8339. The first number is not tollfree and charges may result. Information also is available from the OPM Internet site: **http://www.usajobs.opm.gov**.

Firefighters secure their equipment after responding to a fire.

Firefighting Occupations

(O*NET 33-1021.01, 33-1021.02, 33-2011.01, 33-2011.02, 33-2021.01, 33-2021.02, 33-2022.00)

Significant Points

- Firefighting involves hazardous conditions and long, irregular hours.
- Keen competition for jobs is expected; many people are attracted to the occupation because it provides considerable job security and the opportunity to perform an essential public service.

Nature of the Work

Every year, fires and other emergencies take thousands of lives and destroy property worth billions of dollars. Firefighters help protect the public against these dangers by rapidly responding to a variety of emergencies. They are frequently the first emergency personnel at the scene of a traffic accident or medical emergency and may be called upon to put out a fire, treat injuries, or perform other vital functions.

During duty hours, firefighters must be prepared to respond immediately to a fire or any other emergency that arises. Because fighting fires is dangerous and complex, it requires organization and teamwork. At every emergency scene, firefighters perform specific duties assigned by a superior officer. At fires, they connect hose lines to hydrants, operate a pump to send water to high pressure hoses, and position ladders to enable them to deliver water to the fire. They also rescue victims and provide emergency medical attention as needed, ventilate smoke-filled areas, and attempt to salvage the contents of buildings. Their duties may change several times while the company is in action. Sometimes they remain at the site of a disaster for days at a time, rescuing trapped survivors and assisting with medical treatment.

Firefighters have assumed a range of responsibilities, including emergency medical services. In fact, most calls to which firefighters respond involve medical emergencies, and about half of all fire departments provide ambulance service for victims. Firefighters receive training in emergency medical procedures, and many fire departments require them to be certified as emergency medical technicians. (For more information, see the *Handbook* statement on emergency medical technicians and paramedics.)

Firefighters work in a variety of settings, including urban and suburban areas, airports, chemical plants, other industrial sites, and rural areas like grasslands and forests. In addition, some firefighters work in hazardous materials units that are trained for the control, prevention, and cleanup of oil spills and other hazardous materials incidents. (For more information, see the *Handbook* statement on hazardous material removal workers.) Workers in urban and suburban areas, airports, and industrial sites typically use conventional firefighting equipment and tactics, while forest fires and major hazardous materials spills call for different methods.

In national forests and parks, *forest fire inspectors and prevention specialists* spot fires from watchtowers and report their findings to headquarters by telephone or radio. Forest rangers patrol to ensure travelers and campers comply with fire regulations. When fires break out, crews of firefighters are brought in to suppress the blaze using heavy equipment, handtools, and water hoses. Forest firefighting, like urban firefighting, can be rigorous work. One of the most effective means of battling the blaze is by creating fire lines through cutting down trees and digging out grass and all other combustible vegetation, creating bare land in the path of the fire that deprives it of fuel. Elite firefighters, called smoke jumpers, parachute from airplanes to reach otherwise inaccessible areas. This can be extremely hazardous because the crews have no way to escape if the wind shifts and causes the fire to burn toward them.

Between alarms, firefighters clean and maintain equipment, conduct practice drills and fire inspections, and participate in physical fitness activities. They also prepare written reports on fire incidents and review fire science literature to keep abreast of technological developments and changing administrative practices and policies.

Most fire departments have a fire prevention division, usually headed by a fire marshall and staffed by *fire inspectors*. Workers in this division conduct inspections of structures to prevent fires and ensure fire code compliance. These firefighters also work with developers and planners to check and approve plans for new buildings. Fire prevention personnel often speak on these subjects in schools and before public assemblies and civic organizations.

Some firefighters become *fire investigators*, who determine the origin and causes of fires. They collect evidence, interview witnesses, and prepare reports on fires in cases where the cause may be arson or criminal negligence. They often are called upon to testify in court.

Working Conditions

Firefighters spend much of their time at fire stations, which usually have features common to a residential facility like a dormitory. When an alarm sounds, firefighters respond rapidly, regardless of the

weather or hour. Firefighting involves risk of death or injury from sudden cave-ins of floors, toppling walls, traffic accidents when responding to calls, and exposure to flames and smoke. Firefighters may also come in contact with poisonous, flammable, or explosive gases and chemicals, as well as radioactive or other hazardous materials that may have immediate or long-term effects on their health. For these reasons, they must wear protective gear that can be very heavy and hot.

Work hours of firefighters are longer and vary more widely than hours of most other workers. Many work more than 50 hours a week, and sometimes they may work even longer. In some agencies, they are on duty for 24 hours, then off for 48 hours, and receive an extra day off at intervals. In others, they work a day shift of 10 hours for 3 or 4 days, a night shift of 14 hours for 3 or 4 nights, have 3 or 4 days off, and then repeat the cycle. In addition, firefighters often work extra hours at fires and other emergencies and are regularly assigned to work on holidays. Fire lieutenants and fire captains often work the same hours as the firefighters they supervise. Duty hours include time when firefighters study, train, and perform fire prevention duties.

Employment

Employment figures in this *Handbook* statement include only paid career firefighters—they do not cover volunteer firefighters, who perform the same duties and may comprise the majority of firefighters in a residential area. Paid career firefighters held about 258,000 jobs in 2000. First-line supervisors/managers of firefighting and prevention workers held about 62,000 jobs; and fire inspectors held about 13,000. More than 9 out of 10 worked in municipal or county fire departments. Some large cities have thousands of career firefighters, while many small towns have only a few. Most of the remainder worked in fire departments on Federal and State installations, including airports. Private firefighting companies employ a small number of firefighters and usually operate on a subscription basis.

In response to the expanding role of firefighters, some municipalities have combined fire prevention, public fire education, safety, and emergency medical services into a single organization commonly referred to as a public safety organization. Some local and regional fire departments are being consolidated into countywide establishments in order to reduce administrative staffs and cut costs, and to establish consistent training standards and work procedures.

Training, Other Qualifications, and Advancement

Applicants for municipal firefighting jobs generally must pass a written exam; tests of strength, physical stamina, coordination, and agility; and a medical examination that includes drug screening. Workers may be monitored on a random basis for drug use after accepting employment. Examinations are generally open to persons who are at least 18 years of age and have a high school education or the equivalent. Those who receive the highest scores in all phases of testing have the best chances for appointment. The completion of community college courses in fire science may improve an applicant's chances for appointment. In recent years, an increasing proportion of entrants to this occupation has had some postsecondary education.

As a rule, entry-level workers in large fire departments are trained for several weeks at the department's training center or academy. Through classroom instruction and practical training, the recruits study firefighting techniques, fire prevention, hazardous materials control, local building codes, and emergency medical procedures, including first aid and cardiopulmonary resuscitation. They also learn how to use axes, chain saws, fire extinguishers, ladders, and other firefighting and rescue equipment. After successfully completing this training, they are assigned to a fire company, where they undergo a period of probation.

A number of fire departments have accredited apprenticeship programs lasting up to 5 years. These programs combine formal, technical instruction with on-the-job training under the supervision of experienced firefighters. Technical instruction covers subjects such as firefighting techniques and equipment, chemical hazards associated with various combustible building materials, emergency medical procedures, and fire prevention and safety. Fire departments frequently conduct training programs, and some firefighters attend training sessions sponsored by the U.S. National Fire Academy. These training sessions cover topics including executive development, anti-arson techniques, disaster preparedness, hazardous materials control, and public fire safety and education. Some States also have extensive firefighter training and certification programs. In addition, a number of colleges and universities offer courses leading to 2- or 4-year degrees in fire engineering or fire science. Many fire departments offer firefighters incentives such as tuition reimbursement or higher pay for completing advanced training.

Among the personal qualities firefighters need are mental alertness, self-discipline, courage, mechanical aptitude, endurance, strength, and a sense of public service. Initiative and good judgment are also extremely important because firefighters make quick decisions in emergencies. Because members of a crew live and work closely together under conditions of stress and danger for extended periods, they must be dependable and able to get along well with others. Leadership qualities are necessary for officers, who must establish and maintain discipline and efficiency, as well as direct the activities of firefighters in their companies.

Most experienced firefighters continue studying to improve their job performance and prepare for promotion examinations. To progress to higher level positions, they acquire expertise in advanced firefighting equipment and techniques, building construction, emergency medical technology, writing, public speaking, management and budgeting procedures, and public relations.

Opportunities for promotion depend upon written examination results, job performance, interviews, and seniority. Increasingly, fire departments use assessment centers, which simulate a variety of actual job performance tasks, to screen for the best candidates for promotion. The line of promotion usually is to engineer, lieutenant, captain, battalion chief, assistant chief, deputy chief, and finally to chief. Many fire departments now require a bachelor's degree, preferably in fire science, public administration, or a related field, for promotion to positions higher than battalion chief. A master's degree is required for executive fire officer certification from the National Fire Academy and for State chief officer certification.

Job Outlook

Prospective firefighters are expected to face keen competition for available job openings. Many people are attracted to firefighting because it is challenging and provides the opportunity to perform an essential public service, a high school education is usually sufficient for entry, and a pension is guaranteed upon retirement after 20 years. Consequently, the number of qualified applicants in most areas exceeds the number of job openings, even though the written examination and physical requirements eliminate many applicants. This situation is expected to persist in coming years.

Employment of firefighters is expected to increase more slowly than the average for all occupations through 2010 as fire departments continue to compete with other public safety providers for funding. Most job growth will occur as volunteer firefighting positions are converted to paid positions. In addition to job growth, openings are

expected to result from the need to replace firefighters who retire, stop working for other reasons, or transfer to other occupations.

Layoffs of firefighters are uncommon. Fire protection is an essential service, and citizens are likely to exert considerable pressure on local officials to expand or at least preserve the level of fire protection. Even when budget cuts do occur, local fire departments usually cut expenses by postponing equipment purchases or not hiring new firefighters, rather than by laying off staff.

Earnings

Median hourly earnings of firefighters were $16.43 in 2000. The middle 50 percent earned between $11.82 and $21.75. The lowest 10 percent earned less than $8.03, and the highest 10 percent earned more than $26.58. Median hourly earnings were $16.71 in local government and $15.00 in Federal government.

Median annual earnings of first-line supervisors/managers of firefighting and prevention workers were $51,990 in 2000. The middle 50 percent earned between $40,920 and $64,760. The lowest 10 percent earned less than $31,820, and the highest 10 percent earned more than $77,700. First-line supervisors/managers of firefighting and prevention workers employed in local government earned about $52,390 a year in 2000.

Median annual earnings of fire inspectors and investigators were $41,630 in 2000. The middle 50 percent earned between $31,630 and $53,130 a year. The lowest 10 percent earned less than $24,790, and the highest 10 percent earned more than $65,030. Fire inspectors and investigators employed in local government earned about $44,030 a year.

Median annual earnings of forest fire inspectors and prevention specialists were $32,140 in 2000. The middle 50 percent earned between $22,930 and $41,150 a year. The lowest 10 percent earned less than $17,060, and the highest 10 percent earned more than $50,680.

The International City-County Management Association's annual Police and Fire Personnel, Salaries, and Expenditures Survey revealed that 89 percent of the municipalities surveyed provided fire protection services in 2000. The following 2000 salaries pertain to sworn full-time positions.

	Minimum annual average base salary	*Maximum annual average base salary*
Fire chief	$58,156	$74,749
Deputy chief	52,174	65,112
Battalion chief	50,164	62,309
Assistant fire chief	48,391	60,179
Fire captain	41,816	50,848
Fire lieutenant	38,875	46,327
Fire prevention/code inspector	37,142	46,798
Engineer	35,090	44,310
Firefighter	29,316	39,477

Firefighters who average more than a certain number of hours a week are required to be paid overtime. The hours threshold is determined by the department during the firefighter's work period, which ranges from 7 to 28 days. Firefighters often earn overtime for working extra shifts to maintain minimum staffing levels or for special emergencies.

Firefighters receive benefits usually including medical and liability insurance, vacation and sick leave, and some paid holidays. Almost all fire departments provide protective clothing (helmets, boots, and coats) and breathing apparatus, and many also provide dress uniforms. Firefighters are generally covered by pension plans, often providing retirement at half pay after 25 years of service or if disabled in the line of duty.

Related Occupations

Like firefighters, emergency medical technicians and paramedics and police and detectives respond to emergencies and save lives.

Sources of Additional Information

Information about a career as a firefighter may be obtained from local fire departments and from:

➤ International Association of Firefighters, 1750 New York Ave. NW., Washington, DC 20006. Internet: **http://www.iaff.org**

➤ U.S. Fire Administration, 16825 South Seton Ave., Emmitsburg, MD 21727.

Information about firefighter professional qualifications and a list of colleges and universities offering 2- or 4-year degree programs in fire science or fire prevention may be obtained from:

➤ National Fire Academy, Degrees at a Distance Program, 16825 South Seton Ave., Emmitsburg, MD 21727. Internet: **http://www.usfa.fema.gov/nfa/index.htm**

Police and Detectives

(O*NET 33-1012.00, 33-3021.01, 33-3021.02, 33-3021.03, 33-3021.04, 33-3021.05, 33-3031.00, 33-3051.01, 33-3051.02, 33-3051.03, 33-3052.00)

Significant Points

- Police work can be dangerous and stressful.
- The number of qualified candidates exceeds the number of job openings in Federal and State law enforcement agencies but is inadequate to meet growth and replacement needs in many local and special police departments.
- The largest number of employment opportunities will arise in urban communities with relatively low salaries and high crime rates.

Nature of the Work

People depend on police officers and detectives to protect their lives and property. Law enforcement officers, some of whom are State or Federal special agents or inspectors, perform these duties in a variety of ways, depending on the size and type of their organization. In most jurisdictions, they are expected to exercise authority when necessary, whether on or off duty. According to the U.S. Bureau of Justice Statistics, about 65 percent of State and local law enforcement officers are uniformed personnel.

Uniformed police officers who work in municipal police departments of various sizes, small communities, and rural areas have general law enforcement duties including maintaining regular patrols and responding to calls for service. They may direct traffic at the scene of a fire, investigate a burglary, or give first aid to an accident victim. In large police departments, officers usually are assigned to a specific type of duty. Many urban police agencies are becoming more involved in community policing—a practice in which an officer builds relationships with the citizens of local neighborhoods and mobilizes the public to help fight crime.

Police agencies are usually organized into geographic districts, with uniformed officers assigned to patrol a specific area, such as part of the business district or outlying residential neighborhoods. Officers may work alone, but in large agencies they often patrol with a partner. While on patrol, officers attempt to become thoroughly familiar with their patrol area and remain alert for anything unusual. Suspicious circumstances and hazards to public safety are

investigated or noted, and officers are dispatched to individual calls for assistance within their district. During their shift, they may identify, pursue, and arrest suspected criminals, resolve problems within the community, and enforce traffic laws.

Public college and university police forces, public school district police, and agencies serving transportation systems and facilities are examples of special police agencies. There are more than 1,300 of these agencies with special geographic jurisdictions or enforcement responsibilities in the United States. More than 75 percent of the sworn personnel in special agencies are uniformed officers, and about 15 percent are investigators.

Some police officers specialize in such diverse fields as chemical and microscopic analysis, training and firearms instruction, or handwriting and fingerprint identification. Others work with special units such as horseback, bicycle, motorcycle or harbor patrol, canine corps, or special weapons and tactics (SWAT) or emergency response teams. About 10 percent of local and special law enforcement officers perform jail-related duties, and around 4 percent work in courts. Regardless of job duties or location, police officers and detectives at all levels must write reports and maintain meticulous records that will be needed if they testify in court.

Sheriffs and deputy sheriffs enforce the law on the county level. Sheriffs are usually elected to their posts and perform duties similar to those of a local or county police chief. Sheriffs' departments tend to be relatively small, most having fewer than 25 sworn officers. A deputy sheriff in a large agency will have law enforcement duties similar to those of officers in urban police departments. Nationwide, about 40 percent of full-time sworn deputies are uniformed officers assigned to patrol and respond to calls, 12 percent are investigators, 30 percent are assigned to jail-related duties, and 11 percent perform court-related duties, with the balance in administration. Police and sheriffs' deputies who provide security in city and county courts are sometimes called bailiffs. (For information on other officers who work in jails and prisons see correctional officers elsewhere in the *Handbook.*)

State police officers (sometimes called *State troopers* or *highway patrol officers*) arrest criminals Statewide and patrol highways to enforce motor vehicle laws and regulations. Uniformed officers are best known for issuing traffic citations to motorists who violate the law. At the scene of accidents, they may direct traffic, give first aid, and call for emergency equipment. They also write reports used to determine the cause of the accident. State police officers are frequently called upon to render assistance to other law enforcement agencies, especially those in rural areas or small towns.

State law enforcement agencies operate in every State except Hawaii. Seventy percent of the full-time sworn personnel in the 49 State police agencies are uniformed officers who regularly patrol and respond to calls for service. Fifteen percent are investigators; 2 percent are assigned to court-related duties; and the remaining 13 percent work in administrative or other assignments.

Detectives are plainclothes investigators who gather facts and collect evidence for criminal cases. Some are assigned to interagency task forces to combat specific types of crime. They conduct interviews, examine records, observe the activities of suspects, and participate in raids or arrests. Detectives and State and Federal agents and inspectors usually specialize in one of a wide variety of violations such as homicide or fraud. They are assigned cases on a rotating basis and work on them until an arrest and conviction occurs or the case is dropped.

The Federal Government maintains a high profile in many areas of law enforcement. The U.S. Department of Justice is the largest employer of sworn Federal officers. *Federal Bureau of Investigation (FBI) agents* are the Government's principal investigators, responsible for investigating violations of more than 260 statutes and conducting sensitive national security investigations. Agents may conduct surveillance, monitor court-authorized wiretaps, examine business records, investigate white-collar crime, track the interstate movement of stolen property, collect evidence of espionage activities, or participate in sensitive undercover assignments. The FBI investigates organized crime, public corruption, financial crime, fraud against the government, bribery, copyright infringement, civil rights violations, bank robbery, extortion, kidnapping, air piracy, terrorism, espionage, interstate criminal activity, drug trafficking, and other violations of Federal statutes.

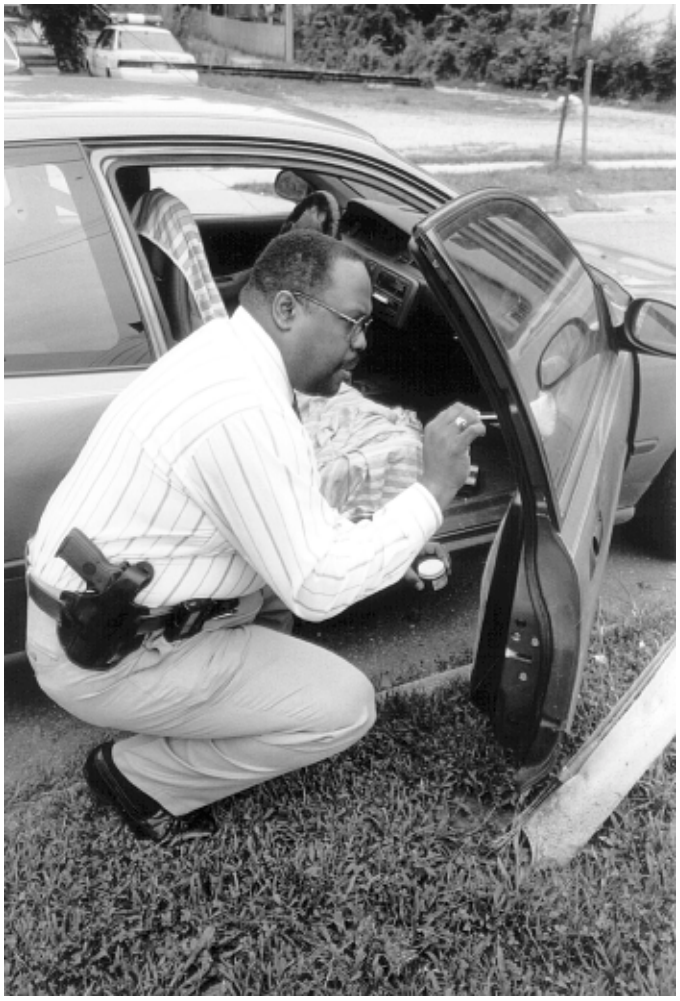
U.S. Drug Enforcement Administration (DEA) agents enforce laws and regulations relating to illegal drugs. Not only is the DEA the lead agency for domestic enforcement of Federal drug laws, it also has sole responsibility for coordinating and pursuing U.S. drug investigations abroad. Agents may conduct complex criminal investigations, carry out surveillance of criminals, and infiltrate illicit drug organizations using undercover techniques.

U.S. marshals and deputy marshals protect the Federal courts and ensure the effective operation of the judicial system. They provide protection for the Federal judiciary, transport Federal prisoners, protect Federal witnesses, and manage assets seized from criminal enterprises. They enjoy the widest jurisdiction of any Federal law enforcement agency and are involved to some degree in nearly all Federal law enforcement efforts. In addition, U.S. marshals pursue and arrest Federal fugitives.

U.S. Immigration and Naturalization Service (INS) agents and inspectors facilitate the entry of legal visitors and immigrants to the United States and detain and deport those arriving illegally. They consist of border patrol agents, immigration inspectors, criminal investigators and immigration agents, and detention and deportation officers. Nearly half of sworn INS officers are border patrol agents. *U.S. Border Patrol agents* protect more than 8,000 miles of international land and water boundaries. Their missions are to detect and prevent the smuggling and unlawful entry of undocumented foreign nationals into the United States, apprehend those persons found in violation of the immigration laws, and interdict contraband, such as narcotics. *Immigration inspectors* interview and examine people seeking entrance to the United States and its territories. They inspect passports to determine whether people are legally eligible to enter the United States. Immigration inspectors also prepare reports, maintain records, and process applications and petitions for immigration or temporary residence in the United States.

Special agents and inspectors employed by the U.S. Department of the Treasury work for the Bureau of Alcohol, Tobacco, and Firearms; the Customs Service; and the Secret Service. *Bureau of Alcohol, Tobacco, and Firearms (ATF) agents* regulate and investigate violations of Federal firearms and explosives laws, as well as Federal alcohol and tobacco tax regulations. *Customs agents* investigate violations of narcotics smuggling, money laundering, child pornography, customs fraud, and enforcement of the Arms Export Control Act. Domestic and foreign investigations involve the development and use of informants, physical and electronic surveillance, and examination of records from importers/exporters, banks, couriers, and manufacturers. They conduct interviews, serve on joint task forces with other agencies, and get and execute search warrants.

Customs inspectors inspect cargo, baggage, and articles worn or carried by people and carriers including vessels, vehicles, trains and aircraft entering or leaving the United States to enforce laws governing imports and exports. These inspectors examine, count, weigh, gauge, measure, and sample commercial and noncommercial cargoes entering and leaving the United States. Customs inspectors seize prohibited or smuggled articles, intercept contraband, and apprehend, search, detain, and arrest violators of U.S. laws. *U.S.*



Police and detectives collect evidence at crime scenes.

Secret Service special agents protect the President, Vice President, and their immediate families; Presidential candidates; former Presidents; and foreign dignitaries visiting the United States. Secret Service agents also investigate counterfeiting, forgery of Government checks or bonds, and fraudulent use of credit cards.

The U.S. Department of State *Bureau of Diplomatic Security special agents* are engaged in the battle against terrorism. Overseas, they advise ambassadors on all security matters and manage a complex range of security programs designed to protect personnel, facilities, and information. In the United States, they investigate passport and visa fraud, conduct personnel security investigations, issue security clearances, and protect the Secretary of State and a number of foreign dignitaries. They also train foreign civilian police and administer a counter-terrorism reward program.

Other Federal agencies employ police and special agents with sworn arrest powers and the authority to carry firearms. These agencies include the U.S. Postal Service, the Bureau of Indian Affairs Office of Law Enforcement under the U.S. Department of the Interior, the U.S. Forest Service under the U.S. Department of Agriculture, the National Park Service under the U.S. Department of the Interior, and Federal Air Marshals under the U.S. Department of Transportation. Other police agencies have evolved from the need for security for the agency's property and personnel. The largest such agency is the General Services Administration's Federal Protective Service, which provides security for Federal workers, buildings, and property.

Working Conditions

Police work can be very dangerous and stressful. In addition to the obvious dangers of confrontations with criminals, officers need to be constantly alert and ready to deal appropriately with a number of other threatening situations. Many law enforcement officers witness death and suffering resulting from accidents and criminal behavior. A career in law enforcement may take a toll on officers' private lives.

Uniformed officers, detectives, agents, and inspectors are usually scheduled to work 40-hour weeks, but paid overtime is common. Shiftwork is necessary because protection must be provided around the clock. Junior officers frequently work weekends, holidays, and nights. Police officers and detectives are required to work at any time their services are needed and may work long hours during investigations. In most jurisdictions, whether on or off duty, officers are expected to be armed and to exercise their arrest authority whenever necessary.

The jobs of some Federal agents such as U.S. Secret Service and DEA special agents require extensive travel, often on very short notice. They may relocate a number of times over the course of their careers. Some special agents in agencies such as the U.S. Border Patrol work outdoors in rugged terrain for long periods and in all kinds of weather.

Employment

Police and detectives held about 834,000 jobs in 2000. About 80 percent were employed by local governments. State police agencies employed about 13 percent and various Federal agencies employed about 6 percent. A small proportion worked for schools, railroads, transit agencies, or private detective, guard, and armored car services.

According to the U.S. Bureau of Justice Statistics, police and detectives employed by local governments primarily worked in cities with more than 25,000 inhabitants. Some cities have very large police forces, while thousands of small communities employ fewer than 25 officers each. Forty-six local, special, and State agencies employed 1,000 or more full-time sworn officers, while approximately 7,000 departments employed fewer than 10 each.

Training, Other Qualifications, and Advancement

Civil service regulations govern the appointment of police and detectives in practically all States, large municipalities, and special police agencies, as well as in many smaller ones. Candidates must be U.S. citizens, usually at least 20 years of age, and must meet rigorous physical and personal qualifications. In the Federal Government, candidates must be at least 21 years of age but less than 37 years of age at the time of appointment. Physical examinations for entrance into law enforcement often include tests of vision, hearing, strength, and agility. Eligibility for appointment usually depends on performance in competitive written examinations and previous education and experience. In larger departments, where the majority of law enforcement jobs are found, applicants usually must have at least a high school education. Federal and State agencies typically require a college degree. Candidates should enjoy working with people and meeting the public.

Because personal characteristics such as honesty, sound judgment, integrity, and a sense of responsibility are especially important in law enforcement, candidates are interviewed by senior officers, and their character traits and backgrounds are investigated. In some agencies, candidates are interviewed by a psychiatrist or a psychologist, or given a personality test. Most applicants are subjected to lie detector examinations or drug testing. Some agencies subject sworn personnel to random drug testing as a condition of continuing employment.

Before their first assignments, officers usually go through a period of training. In State and large local departments, recruits get training in their agency's police academy, often for 12 to 14 weeks. In small agencies, recruits often attend a regional or State academy. Training includes classroom instruction in constitutional law and civil rights, State laws and local ordinances, and accident investigation. Recruits also receive training and supervised experience in patrol, traffic control, use of firearms, self-defense, first aid, and emergency response. Police departments in some large cities hire high school graduates who are still in their teens as police cadets or trainees. They do clerical work and attend classes, usually for 1 to 2 years, at which point they reach the minimum age requirement and may be appointed to the regular force.

Police officers usually become eligible for promotion after a probationary period ranging from 6 months to 3 years. In a large department, promotion may enable an officer to become a detective or specialize in one type of police work, such as working with juveniles. Promotions to corporal, sergeant, lieutenant, and captain usually are made according to a candidate's position on a promotion list, as determined by scores on a written examination and on-the-job performance.

The FBI has the largest number of special agents. To be considered for appointment as an FBI agent, an applicant either must be a graduate of an accredited law school or a college graduate with a major in accounting, fluency in a foreign language, or 3 years of related full-time work experience. All new agents undergo 16 weeks of training at the FBI academy on the U.S. Marine Corps base in Quantico, Virginia.

Applicants for special agent jobs with the U.S. Department of Treasury's Secret Service and the Bureau of Alcohol, Tobacco, and Firearms must have a bachelor's degree or a minimum of 3 years' related work experience. Prospective special agents undergo 10 weeks of initial criminal investigation training at the Federal Law Enforcement Training Center in Glynco, Georgia, and another 17 weeks of specialized training with their particular agencies.

Applicants for special agent jobs with the U.S. Drug Enforcement Administration (DEA) must have a college degree and either 1 year of experience conducting criminal investigations, 1 year of graduate school, or have achieved at least a 2.95 grade point average while in college. DEA special agents undergo 14 weeks of specialized training at the FBI Academy in Quantico, Virginia.

U.S. Border Patrol agents must be U.S. citizens, younger than 37 years of age at the time of appointment, possess a valid driver's license, and pass a three-part examination on reasoning and language skills. A bachelor's degree or previous work experience that demonstrates the ability to handle stressful situations, make decisions, and take charge is required for a position as a Border Patrol agent. Applicants may qualify through a combination of education and work experience.

Postal inspectors must have a bachelor's degree and 1 year of related work experience. It is desirable that they have one of several professional certifications, such as that of certified public accountant. They also must pass a background suitability investigation, meet certain health requirements, undergo a drug screening test, possess a valid State driver's license, and be a U.S. citizen between 21 and 36 years of age when hired.

Law enforcement agencies are encouraging applicants to take postsecondary school training in law enforcement-related subjects. Many entry-level applicants for police jobs have completed some formal postsecondary education and a significant number are college graduates. Many junior colleges, colleges, and universities offer programs in law enforcement or administration of justice. Other courses helpful in preparing for a career in law enforcement include accounting, finance, electrical engineering, computer science, and foreign languages. Physical education and sports are helpful in developing the competitiveness, stamina, and agility needed for many law enforcement positions. Knowledge of a foreign language is an asset in many Federal agencies and urban departments.

Continuing training helps police officers, detectives, and special agents improve their job performance. Through police department academies, regional centers for public safety employees established by the States, and Federal agency training centers, instructors provide annual training in self-defense tactics, firearms, use-of-force policies, sensitivity and communications skills, crowd-control techniques, relevant legal developments, and advances in law enforcement equipment. Many agencies pay all or part of the tuition for officers to work toward degrees in criminal justice, police science, administration of justice, or public administration, and pay higher salaries to those who earn such a degree.

Job Outlook

The opportunity for public service through law enforcement work is attractive to many because the job is challenging and involves much personal responsibility. Furthermore, law enforcement officers in many agencies may retire with a pension after 20 or 25 years of service, allowing them to pursue a second career while still in their 40s. Because of relatively attractive salaries and benefits, the number of qualified candidates exceeds the number of job openings in Federal law enforcement agencies and in most State police departments—resulting in increased hiring standards and selectivity by employers. Competition is expected to remain keen for the higher paying jobs with State and Federal agencies and police departments in more affluent areas. Opportunities will be better in local and special police departments, especially in departments that offer relatively low salaries or urban communities where the crime rate is relatively high. Applicants with college training in police science, military police experience, or both should have the best opportunities.

Employment of police and detectives is expected to increase faster than the average for all occupations through 2010. A more security-conscious society and concern about drug-related crimes should contribute to the increasing demand for police services. At the local and State levels, growth is likely to continue as long as crime remains a serious concern. However, employment growth at the Federal level will be tempered by continuing budgetary constraints faced by law enforcement agencies.

The level of government spending determines the level of employment for police officers, detectives, and special agents. The number of job opportunities, therefore, can vary from year to year and from place to place. Layoffs, on the other hand, are rare because retirements enable most staffing cuts to be handled through attrition. Trained law enforcement officers who lose their jobs because of budget cuts usually have little difficulty finding jobs with other agencies. The need to replace workers who retire, transfer to other occupations, or stop working for other reasons will be the source of many job openings.

Earnings

Police and sheriff's patrol officers had median annual earnings of $39,790 in 2000. The middle 50 percent earned between $30,460 and $50,230. The lowest 10 percent earned less than $23,790, and the highest 10 percent earned more than $58,900. Median annual earnings were $44,400 in State government, $39,710 in local government, and $37,760 in Federal Government.

In 2000, median annual earnings of police and detective supervisors were $57,210. The middle 50 percent earned between $43,630 and $70,680. The lowest 10 percent earned less than $34,660, and the highest 10 percent earned more than $86,060. Median annual

earnings were $74,070 in Federal Government, $57,030 in local government, and $53,960 in State government.

In 2000, median annual earnings of detectives and criminal investigators were $48,870. The middle 50 percent earned between $37,240 and $61,750. The lowest 10 percent earned less than $29,600, and the highest 10 percent earned more than $72,160. Median annual earnings were $61,180 in Federal Government, $46,340 in local government, and $43,050 in State government.

Federal law provides special salary rates to Federal employees who serve in law enforcement. Additionally, Federal special agents and inspectors receive law enforcement availability pay (LEAP)—equal to 25 percent of the agent's grade and step—awarded because of the large amount of overtime that these agents are expected to work. For example, in 2001 FBI agents enter Federal service as GS-10 employees on the pay scale at a base salary of $36,621, yet earned about $45,776 a year with availability pay. They can advance to the GS-13 grade level in field nonsupervisory assignments at a base salary of $57,345 which is worth $71,681 with availability pay. FBI supervisory, management, and executive positions in grades GS-14 and GS-15 pay a base salary of about $67,765 or $79,710 a year, respectively, and equaled $84,706 or $99,637 per year including availability pay. Salaries were slightly higher in selected areas where the prevailing local pay level was higher. Because Federal agents may be eligible for a special law enforcement benefits package, applicants should ask their recruiter for more information.

The International City-County Management Association's annual Police and Fire Personnel, Salaries, and Expenditures Survey revealed that 84 percent of the municipalities surveyed provided police services in 2000. The following pertains to sworn full-time positions in 2000.

	Minimum annual base salary	*Maximum annual base salary*
Police chief	$62,640	$78,580
Deputy chief	53,740	67,370
Police captain	51,680	64,230
Police lieutenant	47,750	57,740
Police sergeant	42,570	50,670
Police corporal	35,370	43,830
Police officer	31,410	43,450

Total earnings for local, State, and special police and detectives frequently exceed the stated salary because of payments for overtime, which can be significant. In addition to the common benefits—paid vacation, sick leave, and medical and life insurance—most police and sheriffs' departments provide officers with special allowances for uniforms. Because police officers usually are covered by liberal pension plans, many retire at half-pay after 20 or 25 years of service.

Related Occupations

Police and detectives maintain law and order, collect evidence and information, and conduct investigations and surveillance. Workers in related occupations include correctional officers, private detectives and investigators, and security guards and gaming surveillance officers.

Sources of Additional Information

Information about entrance requirements may be obtained from Federal, State, and local law enforcement agencies.

Further information about qualifications for employment as a FBI Special Agent is available from the nearest State FBI office. The address and phone number are listed in the local telephone directory. Internet: **http://www.fbi.gov**

Information about qualifications for employment as a DEA Special Agent is available from the nearest DEA office, or call (800) DEA-4288. Internet: **http://www.usdoj.gov/dea**

Information about career opportunities, qualifications, and training to become a deputy marshal is available from:

➤ United States Marshals Service, Employment and Compensation Division, Field Staffing Branch, 600 Army Navy Dr., Arlington, VA 22202. Internet: **http://www.usdoj.gov/marshals**

Information on career opportunities, qualifications, and training for U.S. Secret Service Special Agents is available from:

➤ U.S. Secret Service, Personnel Division, Suite 7400, 950 H St. NW., Washington, DC 20223. Internet: **http://www.treas.gov/usss**

For information on career opportunities and U.S. Bureau of Alcohol, Tobacco and Firearms operations, contact:

➤ U.S. Bureau of Alcohol, Tobacco and Firearms, Personnel Division, 650 Massachusetts Avenue NW., Room 4100, Washington, DC 20226. Internet: **http://www.atf.treas.gov**

Information about careers in the United States Border Patrol is available from:

➤ U.S. Border Patrol, Chester A. Arthur Building, 425 I St. NW., Washington DC 20536. Internet: **http://www.ins.usdoj.gov/graphics/workfor/careers/bpcareer/index.htm**

Private Detectives and Investigators

(O*Net 33-9021.00)

Significant Points

- Work hours often are irregular for beginning detectives and investigators, many of whom work part time.
- Most applicants have related experience in areas such as law enforcement, insurance, or the military.
- Stiff competition is expected for better paying jobs because of the large number of qualified people who are attracted to this occupation.

Nature of the Work

Private detectives and investigators use many means to determine the facts in a variety of matters. To carry out investigations, they may use various types of surveillance or searches. To verify facts, such as an individual's place of employment or income, they may make phone calls or visit a subject's workplace. In other cases, especially those involving missing persons and background checks, investigators often interview people to gather as much information as possible about an individual. In all cases, private detectives and investigators assist attorneys, businesses, and the public with a variety of legal, financial, and personal problems.

Private detectives and investigators offer many services, including executive, corporate, and celebrity protection; pre-employment verification; and individual background profiles. They also provide assistance in civil liability and personal injury cases, insurance claims and fraud, child custody and protection cases, and premarital screening. Increasingly, they are hired to investigate individuals to prove or disprove infidelity.

Most detectives and investigators are trained to perform physical surveillance, often for long periods, in a car or van. They may observe a site, such as the home of a subject, from an inconspicuous location. The surveillance continues using still and video cameras, binoculars, and a cell phone, until the desired evidence is obtained. They also may perform computer database searches, or work with someone who does. Computers allow detectives and investigators to quickly obtain massive amounts of information on

individuals' prior arrests, convictions, and civil legal judgments; telephone numbers; motor vehicle registrations; association and club memberships; and other matters.

The duties of private detectives and investigators depend on the needs of their client. In cases for employers involving workers' fraudulent compensation claims, for example, investigators may carry out long-term covert observation of subjects. If an investigator observes a subject performing an activity that contradicts injuries stated in a workers' compensation claim, the investigator would take video or still photographs to document the activity and report it to the client.

Private detectives and investigators often specialize. Those who focus on intellectual property theft, for example, investigate and document acts of piracy, help clients stop the illegal activity, and provide intelligence for prosecution and civil action. Other investigators specialize in developing financial profiles and asset searches. Their reports reflect information gathered through interviews, investigation and surveillance, and research, including review of public documents.

Legal investigators specialize in cases involving the courts and are normally employed by law firms or lawyers. They frequently assist in preparing criminal defenses, locating witnesses, serving legal documents, interviewing police and prospective witnesses, and gathering and reviewing evidence. Legal investigators also may collect information on the parties to the litigation, take photographs, testify in court, and assemble evidence and reports for trials.

Corporate investigators conduct internal and external investigations for corporations other than investigative firms. In internal investigations, they may investigate drug use in the workplace, ensure that expense accounts are not abused, or determine if employees are stealing merchandise or information. External investigations typically prevent criminal schemes originating outside the corporation, such as theft of company assets through fraudulent billing of products by suppliers.

Financial investigators may be hired to develop confidential financial profiles of individuals or companies who are prospective parties to large financial transactions. They often are Certified Public Accountants (CPAs) and work closely with investment bankers and accountants. They search for assets in order to recover damages awarded by a court in fraud or theft cases.

Detectives who work for retail stores or hotels are responsible for loss control and asset protection. *Store detectives*, also known as *loss prevention agents*, safeguard the assets of retail stores by apprehending anyone attempting to steal merchandise or destroy store property. They prevent theft by shoplifters, vendor representatives, delivery personnel, and even store employees. Store detectives also conduct periodic inspections of stock areas, dressing rooms, and restrooms, and sometimes assist in opening and closing the store. They may prepare loss prevention and security reports for management and testify in court against persons they apprehend. *Hotel detectives* protect guests of the establishment from theft of their belongings and preserve order in hotel restaurants and bars. They also may keep undesirable individuals, such as known thieves, off the premises.

One of the hallmark skills of private detectives and investigators is surveillance.

Working Conditions

Private detectives and investigators often work irregular hours because of the need to conduct surveillance and contact people who are not available during normal working hours. Early morning, evening, weekend, and holiday work is common.

Many detectives and investigators spend time away from their offices conducting interviews or doing surveillance, but some work in their office most of the day conducting computer searches and making phone calls. Those who have their own agencies and employ other investigators may work primarily in an office and have normal business hours.

When working on a case away from the office, the environment might range from plush boardrooms to seedy bars. Store and hotel detectives work in the businesses that they protect. Investigators generally work alone, but they sometimes work with others during surveillance or when following a subject in order to avoid detection by the subject.

Some of the work involves confrontation, so the job can be stressful and dangerous. Some situations call for the investigator to be armed, such as certain bodyguard assignments for corporate or celebrity clients. Detectives and investigators who carry handguns must be licensed by the appropriate authority. In most cases, however, a weapon is not necessary because the purpose of their work is gathering information and not law enforcement or criminal apprehension. Owners of investigative agencies have the added stress of having to deal with demanding and sometimes distraught clients.

Employment

Private detectives and investigators held about 39,000 jobs in 2000. About 2 out of 5 were self-employed. Approximately a third of salaried private detectives and investigators worked for detective agencies, while another third were employed as store detectives in department or clothing and accessories stores. The remainder worked for hotels and other lodging places, legal services firms, and in other industries.

Training, Other Qualifications, and Advancement

There are no formal education requirements for most private detective and investigator jobs, although many private detectives have college degrees. Almost all private detectives and investigators have previous experience in other occupations. Some work initially for insurance or collections companies or in the private security industry. Many investigators enter the field after serving in law enforcement, the military, government auditing and investigative positions, or Federal intelligence jobs.

Former law enforcement officers, military investigators, and government agents often become private detectives or investigators as a second career because they are frequently able to retire after 20 years of service. Others enter from such diverse fields as finance, accounting, commercial credit, investigative reporting, insurance, and law. These individuals often can apply their prior work experience in a related investigative specialty. A few enter the occupation directly after graduation from college, generally with associate or bachelor of criminal justice or police science degrees.

The majority of the States and the District of Colombia require private detectives and investigators to be licensed. Licensing requirements vary widely, but convicted felons cannot receive a license in most States and a growing number of States are enacting mandatory training programs for private detectives and investigators. Some States have few requirements, and 6 States— Alabama, Alaska, Colorado, Idaho, Mississippi, and South Dakota—have no statewide licensing requirements while others have stringent regulations. For example, the Bureau of Security and Investigative Services of the California Department of Consumer Affairs requires private investigators to be 18 years of age or older; have a combination of education in police science, criminal law, or justice, and experience equaling 3 years (6,000 hours) of investigative experience; pass an evaluation by the Federal Department of Justice and a criminal history background check; and receive a qualifying score on a 2-hour written examination covering laws and regulations. There are additional requirements for a firearms permit.

For private detective and investigator jobs, most employers look for individuals with ingenuity, persistence and assertiveness. A candidate must not be afraid of confrontation, should communicate well, and should be able to think on his or her feet. Good interviewing and interrogation skills also are important and usually are acquired in earlier careers in law enforcement or other fields. Because the courts often are the ultimate judge of a properly conducted investigation, the investigator must be able to present the facts in a manner a jury will believe.

Training in subjects such as criminal justice is helpful to aspiring private detectives and investigators. Most corporate investigators must have a bachelor's degree, preferably in a business-related field. Some corporate investigators have master's degrees in business administration or law, while others are certified public accountants. Corporate investigators hired by large companies may receive formal training from their employers on business practices, management structure, and various finance-related topics. The screening process for potential employees typically includes a background check of candidates' criminal history.

Some investigators receive certification from a professional organization to demonstrate competency in a field. For example, the National Association of Legal Investigators (NALI) confers the designation Certified Legal Investigator to licensed investigators who devote a majority of their practice to negligence or criminal defense investigations. To receive the designation, applicants must satisfy experience, educational, and continuing training requirements, and must pass written and oral exams administered by the NALI.

Most private detective agencies are small, with little room for advancement. Usually there are no defined ranks or steps, so advancement takes the form of increases in salary and assignment status. Many detectives and investigators work for detective agencies at the beginning of their careers and after a few years start their own firms. Corporate and legal investigators may rise to supervisor or manager of the security or investigations department.

Job Outlook

Keen competition is expected because private detective and investigator careers attract many qualified people, including relatively young retirees from law enforcement and military careers. Opportunities will be best for entry-level jobs with detective agencies or as store detectives on a part-time basis. Those seeking store detective jobs have the best prospects with large chains and discount stores.

Employment of private detectives and investigators is expected to grow faster than the average for all occupations through 2010. In addition to growth, replacement of those who retire or leave the occupation for other reasons should create many additional job openings. Increased demand for private detectives and investigators will result from fear of crime, increased litigation, and the need to protect confidential information and property of all kinds. More private investigators also will be needed to assist attorneys working on criminal defense and civil litigation. Growing financial activity worldwide will increase the demand for investigators to control internal and external financial losses, and to monitor competitors and prevent industrial spying.

Earnings

Median annual earnings of salaried private detectives and investigators were $26,750 in 2000. The middle 50 percent earned between $20,040 and $38,240. The lowest 10 percent earned less than $16,210, and the highest 10 percent earned more than $52,200. Median annual earnings were $21,180 in department stores, the industry employing the largest numbers of private detectives and investigators.

Earnings of private detectives and investigators vary greatly depending on their employer, specialty, and the geographic area in which they work. According to a study by Abbott, Langer & Associates, security/loss prevention directors and vice presidents had a median income of $77,500 per year in 2000; investigators, $39,800; and store detectives, $25,000. In addition to typical benefits, most corporate investigators received profit-sharing plans.

Related Occupations

Private detectives and investigators often collect information and protect the property and other assets of companies. Others with related duties include bill and account collectors; claims adjusters, appraisers, examiners, and investigators; police and detectives; and security guards and gaming surveillance officers. Investigators who specialize in conducting financial profiles and asset searches perform work closely related to that of accountants and auditors and financial analysts and personal finance advisors.

Sources of Additional Information

For information on local licensing requirements, contact your State Department of Public Safety, State Division of Licensing, or your local or State police headquarters.

For information on a career as a legal investigator, contact:

➤ The National Association of Legal Investigators, P.O. Box 905, Grand Blanc, MI 48439. Internet: **http://www.nali.com/index.html**

Probation Officers and Correctional Treatment Specialists

(O*NET 21-1092.00)

Significant Points

- Probation officers and correctional treatment specialists work with criminal offenders, some of whom may be dangerous.
- A bachelor's degree in social work, criminal justice, or a related field usually is required.
- Good employment opportunities are expected.

Nature of the Work

Many people who are convicted of crimes are placed on probation instead of being sent to prison. During probation, offenders must stay out of trouble and meet various other requirements. Probation

officers, who also may be referred to as community supervision officers in some States, supervise people who have been placed on probation. Parole officers perform many of the same duties that probation officers perform. However, parole officers supervise offenders who have been released from prison on parole to ensure that they comply with the conditions of their parole. In some States, the job of parole and probation officer is combined.

Probation and parole officers supervise offenders on probation or parole through personal contact with the offender and his or her family. Some offenders are required to wear an electronic device so that probation officers can monitor their activities. Officers may arrange for offenders to get substance abuse rehabilitation or job training. They also attend court hearings to update the court on the offender's compliance with the terms of his or her sentence and on the offender's efforts at rehabilitation.

Probation officers also spend much of their time working for the courts. They investigate the background of offenders brought before the court, write presentence reports, and make sentencing recommendations for each offender. Officers review sentencing recommendations with offenders and their families before submitting them to the court. Officers may be required to testify in court as to their findings and recommendations.

Probation officers usually work with either adults or juveniles exclusively. Only in small, usually rural jurisdictions do probation officers counsel both adults and juveniles. Occasionally, in the Federal courts system, probation officers may undertake the job of a pretrial services officer. Pretrial services officers conduct pretrial investigations and make bond recommendations for defendants.

Correctional treatment specialists work in correctional institutions (jails and prisons) or in parole or probation agencies. In jails and prisons, they evaluate the progress of inmates. They also work with inmates, probation officers, and other agencies to develop parole and release plans. Their case reports are provided to the appropriate parole board when their clients are eligible to be released. In addition, they plan educational and training programs to provide offenders with job skills, and counsel offenders either individually or in groups regarding their coping skills, anger management skills, and drug or sexual abuse. They usually write treatment plans and summaries for each client. Correctional treatment specialists working in parole and probation agencies perform many of the same duties as their counterparts who work in correctional institutions. Correctional treatment specialists may also be known as case managers or drug treatment specialists.

The number of cases a probation officer or correctional treatment specialist handles at one time depends on the counseling needs of offenders and the risks they pose. Higher-risk offenders and those who need a greater amount of counseling usually command more of the officer's time and resources. Caseload size also varies by jurisdiction of the agency. Consequently, officers may handle from 20 to more than 300 active cases at a time.

The nature of the work of many probation officers and correctional treatment specialists has been affected by recent changes in the parole and probation system brought about by public debate on the proper role of prisons, probation, and parole. This has resulted in more community involvement on the part of probation and parole officers in many jurisdictions. Instead of requiring offenders to meet officers in their offices, many officers are going into the community to meet the offenders in their homes and at their places of employment or therapy. Probation and parole agencies also are employing the assistance of community organizations, such as religious institutions, neighborhood groups, and local residents, to monitor the behavior of many offenders. The ability to do this additional fieldwork is facilitated by telecommuting methods, such as the use of computers, phones, and faxes. Probation officers also may telecommute from their own homes. Other technological advancements, such as electronic monitoring devices and drug screening, also have assisted probation officers and correctional treatment specialists in supervising and counseling offenders.

Probation officers and correctional treatment specialists usually meet with their clients either in their own office or in the field.

A debate also has emerged about privatizing the probation and parole systems. Many services, such as emotional counseling, job training, drug rehabilitation, and urine testing, already are contracted out to private firms. Some States, including Georgia and Tennessee, have already completely privatized some of their probation agencies. Another recent trend in corrections has involved abolishing parole, either altogether or for certain crimes. In some cases, States have placed many restrictions on the types of offenders who can be paroled and on how much of their sentence must be completed before being paroled. In States where parole has been abolished, another form of supervised release has been established.

Working Conditions

Probation officers and correctional treatment specialists work with criminal offenders, some of whom may be dangerous. In the course of supervising offenders, they usually interact with many other individuals, such as family members and friends of their clients, who may be angry, upset, or difficult to work with. Workers may be assigned to fieldwork in high crime areas or in institutions where there is a risk of violence or communicable diseases. Probation officers and correctional treatment specialists are required to meet many deadlines, most of which are imposed by courts, which contributes to their heavy workloads. All of these factors contribute to a stressful work environment. Although the high stress levels can make these jobs very difficult at times, they also can be very rewarding. Many workers obtain personal satisfaction from counseling members of their community and helping them become productive citizens.

In addition, extensive travel and fieldwork may be required to meet with offenders who are on probation or parole. Workers may be required to carry a firearm or other weapon for protection. Workers generally work a 40-hour workweek, but some may work longer. They may be on call 24 hours a day to supervise and assist offenders at any time. They also may be required to collect and transport urine samples of offenders for drug testing.

Employment

About 84,000 people were employed as probation officers and correctional treatment specialists in 2000. Most of these workers work

for State or local governments. The government level that employs these workers varies by State. In some States, the State government employs all probation officers and correctional treatment specialists, while in other States, local governments are the only employers. In still other States, both levels of government employ these workers. Currently, California and Texas have the highest probation and parole populations. Together these two States account for about one-fourth of the country's correctional supervision population. Jobs also are more plentiful in urban areas.

Training, Other Qualifications, and Advancement

Background qualifications for probation officers and correctional treatment specialists vary by State, but a bachelor's degree in social work, criminal justice, or a related field from a 4-year college or university is usually required. Some States also require 1 year of work experience in a related field or 1 year of graduate study in criminal justice, social work, or psychology to become a probation officer. Some employers may require previous experience or a master's degree in criminal justice, social work, or psychology, of applicants wishing to become correctional treatment specialists.

Applicants usually are administered written, oral, psychological, and physical examinations. Most probation officers and some correctional treatment specialists are required to complete a training program sponsored by their State government or the Federal Government. A certification test also may be required in some States during or after the completion of training.

Prospective probation officers or correctional treatment specialists should be in good physical and emotional condition. Most agencies require applicants to be at least 21 years old and, for Federal employment, not older than 37. Those convicted of felonies may not be eligible for employment in this occupation. Familiarity with the use of computers often is required due to the increasing use of computer technology in probation and parole work. Candidates also should be knowledgeable about laws and regulations pertaining to corrections. Probation officers and correctional treatment specialists should possess strong writing skills due to the large numbers of reports they are required to prepare.

Most probation officers and correctional treatment specialists work as trainees for about 6 months. After successfully completing the training period, workers obtain a permanent position. A typical agency has several levels of probation and parole officers and correctional treatment specialists, as well as supervisors. A graduate degree, such as a master's degree in criminal justice, social work, or psychology, may be helpful for advancement.

Job Outlook

This occupation is not attractive to some potential entrants due to relatively low earnings, heavy workloads, and high stress levels. Therefore, the number of entrants to the occupation may not be enough to fill all expected openings, resulting in good employment opportunities over the projection period.

Employment of probation officers and correctional treatment specialists is projected to grow faster than the average for all occupations through 2010. Despite recent decreases in the crime rate, vigorous law enforcement is expected to result in a continuing increase in the prison population. Overcrowding in prisons also has increased the probation population, as judges and prosecutors search for alternate forms of punishments, such as electronic monitoring and day reporting centers. The number of offenders released on parole is expected to increase to create room for other offenders in prison. The increasing prison, parole, and probation populations should spur more demand for probation and parole officers and correctional treatment specialists.

In addition to openings due to growth, many openings will be created by replacement needs, especially openings due to the large number of these workers who are expected to retire over the projection period.

The job outlook depends on the amount of government funding that is allocated to corrections, and especially to probation systems. Although community supervision is far less expensive than keeping offenders in prison, a change in political trends toward more imprisonment and away from community supervision could result in reduced employment opportunities.

Earnings

Median annual earnings of probation officers and correctional treatment specialists in 2000 were $38,150. The middle 50 percent earned between $30,270 and $49,030. The lowest 10 percent earned less than $25,010, and the highest 10 percent earned more than $59,010. In 2000, median annual earnings for probation officers and correctional treatment specialists employed in State government were $36,980; those employed in local government earned $40,820. Higher wages tend to be found in urban areas.

Related Occupations

Probation officers and correctional treatment specialists counsel criminal offenders as they re-enter society. Other occupations that involve similar responsibilities include social workers, social and human service assistants, and counselors.

Probation officers and correctional treatment also play a major role in maintaining public safety. Other occupations related to corrections and law enforcement include police and detectives, correctional officers, and firefighting occupations.

Sources of Additional Information

For information about criminal justice job opportunities in your area, contact your State's Department of Corrections, Criminal Justice, or Probation.

Further information about probation officers and correctional treatment specialists is available from:

➤ The American Probation and Parole Association, P.O. Box 11910, Lexington, KY 40578-1910. Internet: **http://www.appa-net.org**

Security Guards and Gaming Surveillance Officers

(O*NET 33-9031.00, 33-9032.00)

Significant Points

- Favorable opportunities are expected for lower paying jobs, but stiff competition is likely for higher paying positions at facilities requiring a high level of security, such as nuclear plants and government installations.
- Some positions, such as those of armored car guards, are hazardous.
- Because of limited formal training requirements and flexible hours, this occupation attracts many individuals seeking a second or part-time job.

Nature of the Work

Guards, who are also called *security officers*, patrol and inspect property to protect against fire, theft, vandalism, and illegal activity. These workers protect their employer's investment, enforce

laws on the property, and deter criminal activity or other problems. They use radio and telephone communications to call for assistance from an ambulance, wrecker, or the police or fire departments as the situation dictates. Security guards write comprehensive reports outlining their observations and activities during their assigned shift. They may also interview witnesses or victims, prepare case reports, and testify in court.

Although all security guards perform many of the same duties, specific duties vary based on whether the guard works in a "static" security position or on a mobile patrol. Guards assigned to static security positions usually serve the client at one location for a specific length of time. These guards must become closely acquainted with the property and people associated with it, complete all tasks assigned them, and often monitor alarms and closed-circuit TV cameras. In contrast, guards assigned to mobile patrol duty drive or walk from location to location and conduct security checks within an assigned geographical zone. They may detain or arrest criminal violators, answer service calls concerning criminal activity or problems, and issue traffic violation warnings.

Specific job responsibilities also vary with the size, type, and location of the employer. In department stores, guards protect people, records, merchandise, money, and equipment. They often work with undercover store detectives to prevent theft by customers or store employees and help in the apprehension of shoplifting suspects prior to arrival by police. Some shopping centers and theaters have officers mounted on horses or bicycles who patrol their parking lots to deter car theft and robberies. In office buildings, banks, and hospitals, guards maintain order and protect the institutions' property, staff, and customers. At air, sea, and rail terminals and other transportation facilities, guards protect people, freight, property, and equipment. They may screen passengers and visitors for weapons and explosives using metal detectors and high-tech equipment, ensure nothing is stolen while being loaded or unloaded, and watch for fires and criminals.

Guards who work in public buildings such as museums or art galleries protect paintings and exhibits by inspecting people and packages entering and leaving the building. In factories, laboratories, government buildings, data processing centers, and military bases, security officers protect information, products, computer codes, and defense secrets and check the credentials of people and vehicles entering and leaving the premises. Guards working at universities, parks, and sports stadiums perform crowd control, supervise parking and seating, and direct traffic. Security guards stationed at the entrance to bars and places of adult entertainment, such as nightclubs, prevent access by minors, collect cover charges at the door, maintain order among customers, and protect property and patrons.

Armored car guards protect money and valuables during transit. In addition, they protect individuals responsible for making commercial bank deposits from theft or bodily injury. When the armored car arrives at the door of a business, an armed guard enters, signs for the money, and returns to the truck with the valuables in hand. Carrying money between the truck and the business can be extremely hazardous for guards, and a number of them have been robbed and shot in recent years, so armored car guards usually wear bullet-proof vests.

All security officers must show good judgment and common sense, follow directions and directives from supervisors, accurately testify in court, and follow company policy and guidelines. Guards should have a professional appearance and attitude and be able to interact with the public. They also must be able to take charge and direct others in emergencies or other dangerous incidents. In a large organization, the security manager is often in charge of a trained guard force divided into shifts; whereas in a small organization, a single worker may be responsible for all security.

A security guard communicates with other guards to ensure that proper procedures are followed.

Gaming surveillance officers and gaming investigators act as security agents for casino managers and patrons. They observe casino operations for irregular activities, such as cheating or theft, by either employees or patrons. To do this, surveillance officers and investigators monitor activities from a catwalk over one-way mirrors located above the casino floor. Many casinos use audio and video equipment, allowing surveillance officers and investigators to observe these same areas via monitors. Recordings are kept as a record and are sometimes used as evidence against alleged criminals in police investigations.

Working Conditions

Most security guards and gaming surveillance officers spend considerable time on their feet, either assigned to a specific post or patrolling buildings and grounds. Guards may be stationed at a guard desk inside a building to monitor electronic security and surveillance devices or to check the credentials of persons entering or leaving the premises. They also may be stationed at a guardhouse outside the entrance to a gated facility or communities and use a portable radio or telephone that allows them to be in constant contact with a central station. Guardwork usually is routine, but guards must be constantly alert for threats to themselves and the property they are protecting. Guards who work during the day may have a great deal of contact with other employees and members of the public. Gaming surveillance often takes place behind a bank of monitors controlling several cameras in a casino, which can cause eyestrain.

Guards usually work at least 8-hour shifts for 40 hours per week and often are on call in case an emergency arises. Some employers have three shifts, and guards rotate to equally divide daytime, weekend, and holiday work. Guards usually eat on the job instead of taking a regular break away from the site.

Employment

Security guards and gaming surveillance officers held more than 1.1 million jobs in 2000. Industrial security firms and guard agencies employed 60 percent of all wage and salary guards. These organizations provide security services on a contract basis, assigning their guards to buildings and other sites as needed. Most other security officers were employed by the organization they are responsible for guarding, such as banks, building management companies, hotels, hospitals, retail stores, restaurants, bars, schools, and governments. Guard jobs are found throughout the country, most commonly in metropolitan areas. More than 1 in 7 guards worked part time,

and many individuals held a second job as a guard to supplement their primary earnings. Gaming surveillance officers work exclusively in casinos and other gaming facilities and are employed only in those States and Indian reservations where gambling has been legalized.

A significant number of law-enforcement officers work as security guards when off-duty to supplement their incomes. Often working in uniform and with the official cars assigned to them, they add a high profile security presence to the establishment with which they have contracted. At construction sites and apartment complexes, for example, their presence often prevents trouble before it starts. (Police and detectives are discussed elsewhere in the *Handbook*.)

Training, Other Qualifications, and Advancement

Most States require that guards be licensed. To be licensed as a guard, individuals must usually be at least 18 years old, pass a background check, and complete classroom training in such subjects as property rights, emergency procedures, and detention of suspected criminals. Drug testing often is required, and may be random and ongoing.

Many employers of unarmed guards do not have any specific educational requirements. For armed guards, employers usually prefer individuals who are high school graduates or hold an equivalent certification. Many jobs require a driver's license. For positions as armed guards, employers often seek people who have had responsible experience in other occupations.

Guards who carry weapons must be licensed by the appropriate government authority, and some receive further certification as special police officers, which allows them to make limited types of arrests while on duty. Armed guard positions have more stringent background checks and entry requirements than those of unarmed guards because of greater insurance liability risks. Compared to unarmed security guards, armed guards and special police typically enjoy higher earnings and benefits, greater job security, more advancement potential, and usually are given more training and responsibility.

Rigorous hiring and screening programs consisting of background, criminal record, and fingerprint checks are becoming the norm in the occupation. Applicants are expected to have good character references, no serious police record, and good health. They should be mentally alert, emotionally stable, and physically fit in order to cope with emergencies. Guards who have frequent contact with the public should communicate well.

Candidates for guard jobs in the Federal Government must have some experience in the occupation and pass a written examination to be certified by the U.S. General Services Administration. Armed Forces experience is an asset. For Federal guard positions, applicants also must qualify in the use of firearms and pass a first aid test.

The amount of training guards receive varies. Training requirements are higher for armed guards because their employers are legally responsible for any use of force. Armed guards receive formal training in areas such as weapons retention and laws covering the use of force.

Many employers give newly hired guards instruction before they start the job and also provide on-the-job training. An increasing number of States are making ongoing training a legal requirement for retention of certification. Guards may receive training in protection, public relations, report writing, crisis deterrence, and first aid, as well as specialized training relevant to their particular assignment.

Guards employed at establishments placing a heavy emphasis on security usually receive extensive formal training. For example, guards at nuclear power plants undergo several months of training before being placed on duty under close supervision. They are taught to use firearms, administer first aid, operate alarm systems and electronic security equipment, and spot and deal with security problems. Guards authorized to carry firearms may be periodically tested in their use.

Although guards in small companies may receive periodic salary increases, advancement opportunities are limited. Most large organizations use a military type of ranking that offers the possibility of advancement in position and salary. Some guards may advance to supervisor or security manager positions. Guards with management skills may open their own contract security guard agencies.

In addition to the keen observation skills required to perform their jobs, gaming surveillance officers and gaming investigators must have excellent verbal and writing abilities to document violations or suspicious behavior. They also need to be physically fit and have quick reflexes because they sometimes must detain individuals until local law enforcement officials arrive.

Surveillance officers and investigators usually do not need a bachelor's degree, but some training beyond high school is required; previous security experience is a plus. Several educational institutes offer certification programs. Training classes usually are conducted in a casino-like atmosphere using surveillance camera equipment.

Job Outlook

Opportunities for most jobs as security guards and gaming surveillance officers should be very favorable through the year 2010. Numerous job openings will stem from employment growth attributable to the desire for increased security, and from the need to replace those who leave this large occupation each year. Many opportunities are expected for persons seeking full-time employment, as well as for those seeking part-time or second jobs. However, competition is expected for higher paying positions that require longer periods of training; these positions usually are found at facilities that require a high level of security, such as nuclear power plants or weapons installations.

Employment of security guards and gaming surveillance officers is expected to grow faster than the average for all occupations through 2010 as concern about crime, vandalism, and terrorism continue to increase the need for security. Demand for guards also will grow as private security firms increasingly perform duties—such as monitoring crowds at airports and providing security in courts—which were formerly handled by government police officers and marshals. Because enlisting the services of a security guard firm is easier and less costly than assuming direct responsibility for hiring, training, and managing a security guard force, job growth is expected to be concentrated among contract security guard agencies. Casinos will continue to hire more surveillance officers as more states legalize gambling and as the number of casinos increases in states where gambling is already legal. Additionally, casino security forces will employ more technically trained personnel as technology becomes increasingly important in thwarting casino cheating and theft.

Earnings

Median annual earnings of security guards were $17,570 in 2000. The middle 50 percent earned between $14,930 and $21,950. The lowest 10 percent earned less than $12,860, and the highest 10 percent earned more than $28,660. Median annual earnings in the industries employing the largest numbers of security guards in 2000 were as follows:

Hospitals	$22,260
Elementary and secondary schools	22,240
Hotels and motels	20,230
Miscellaneous business services	16,830
Eating and drinking places	15,870

Depending on their experience, newly hired guards in the Federal Government earned $21,950 to $27,190 a year in 2001. Beginning salaries were slightly higher in selected areas where the prevailing local pay level was higher. Guards employed by the Federal Government averaged $28,960 a year in 2001. These workers usually receive overtime pay as well as a wage differential for the second and third shifts.

Gaming surveillance officers and gaming investigators had median annual earnings of $21,220 in 2000. The middle 50 percent earned between $18,080 and $25,950. The lowest 10 percent earned less than $14,520, and the highest 10 percent earned more than $32,890. Median annual earnings in 2000 in miscellaneous amusement and recreation services, the industry employing the largest numbers of gaming surveillance officers and gaming investigators, were $20,650.

Related Occupations

Guards protect property, maintain security, and enforce regulations and standards of conduct in the establishments at which they work. Related security and protective service occupations include correctional officers, police and detectives, and private detectives and investigators.

Sources of Additional Information

Further information about work opportunities for guards is available from local security and guard firms and State employment service offices. Information about licensing requirements for guards may be obtained from the State licensing commission or the State police department. In States where local jurisdictions establish licensing requirements, contact a local government authority such as the sheriff, county executive, or city manager.